

Working from Anywhere

South African Perspective

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SALGA Labour Law Seminar 2021

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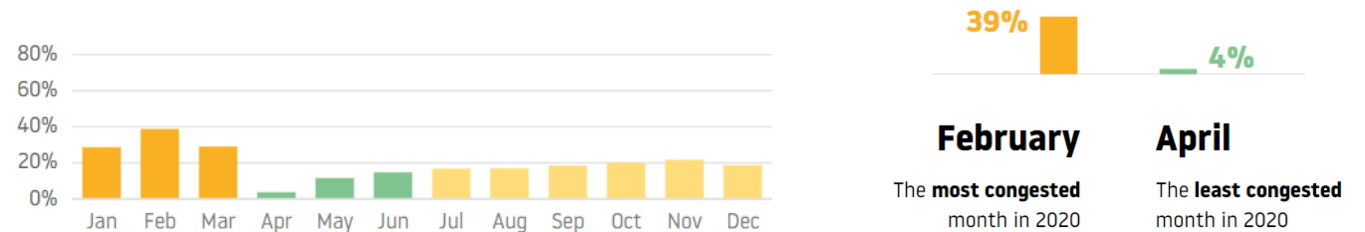
Traffic in Cape Town



Source: TomTom Traffic Index 2020

CONGESTION LEVELS MONTH BY MONTH

How was the average congestion level changing in 2020?



TIME LOST IN RUSH HOUR - PER YEAR

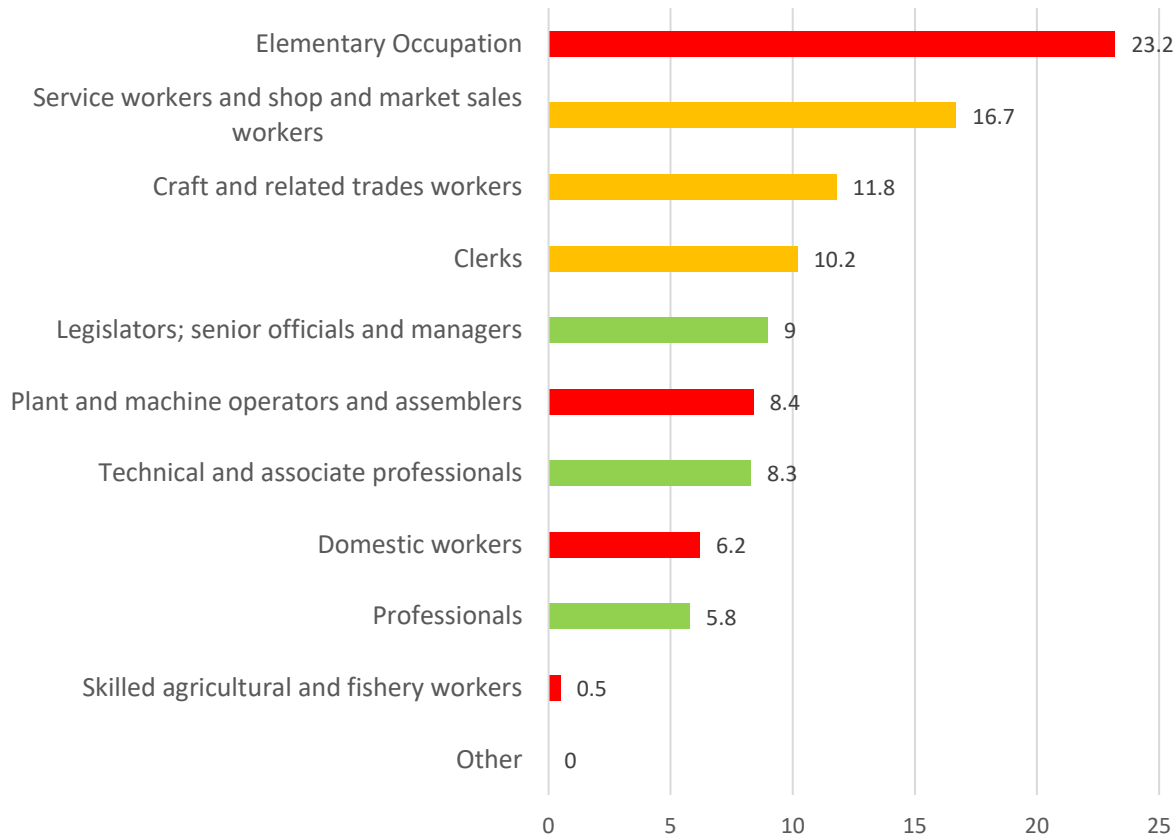
103 hours = 4 days, 7 hours

↓ **2 days, 3 hours** less than last year

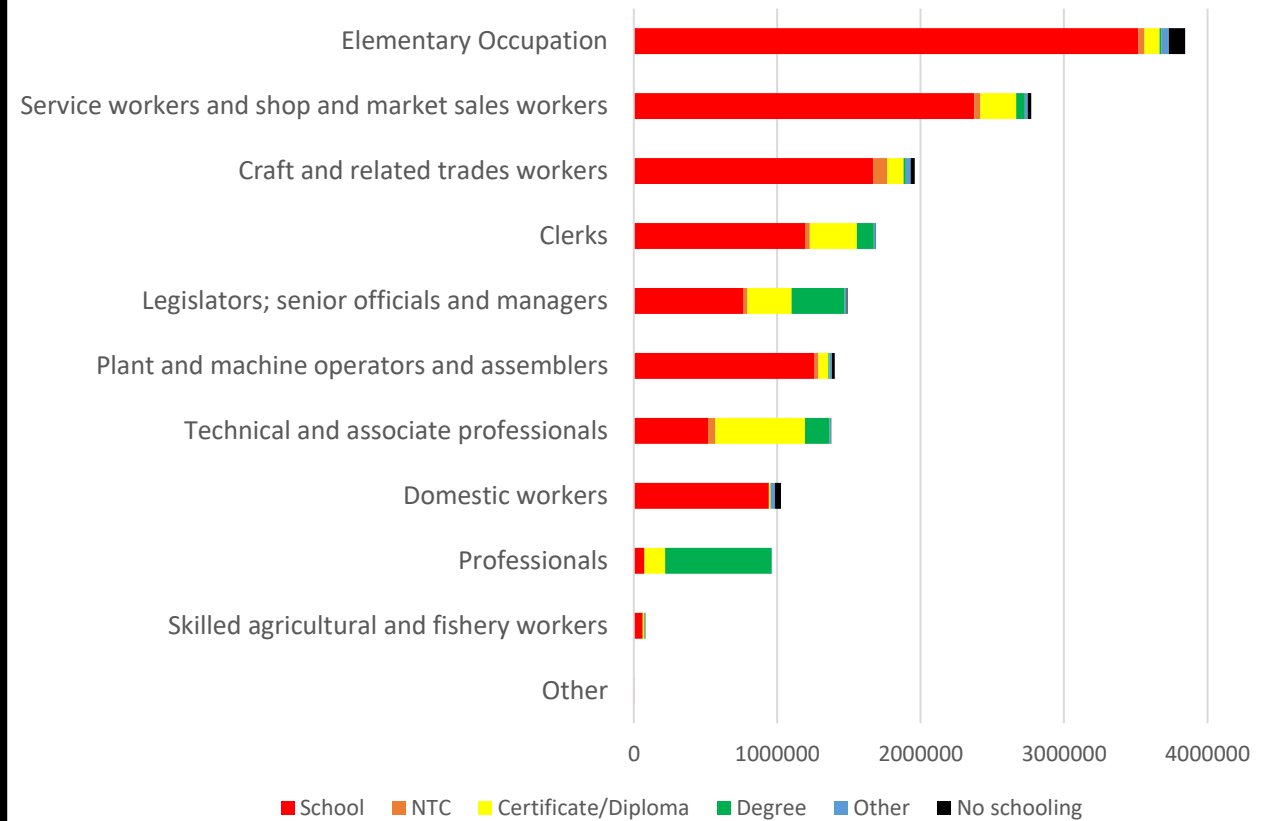
SA's Labour Force

An Unequal Opportunity to Work from Anywhere

Labour Force by Main Occupation (Grouped)

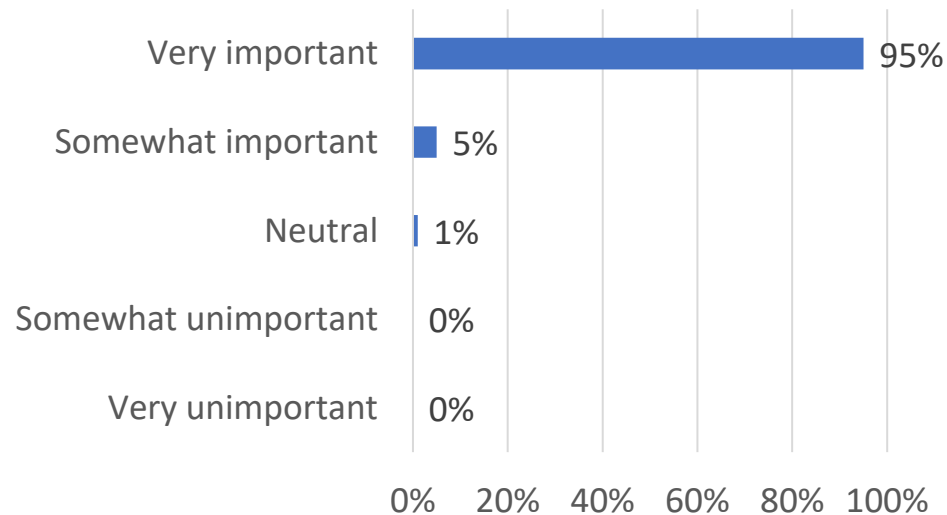


Labour Force by Main Occupation (Grouped) & Highest Edu Level



Digital Transformation enables Remote Work

How important is digital transformation?

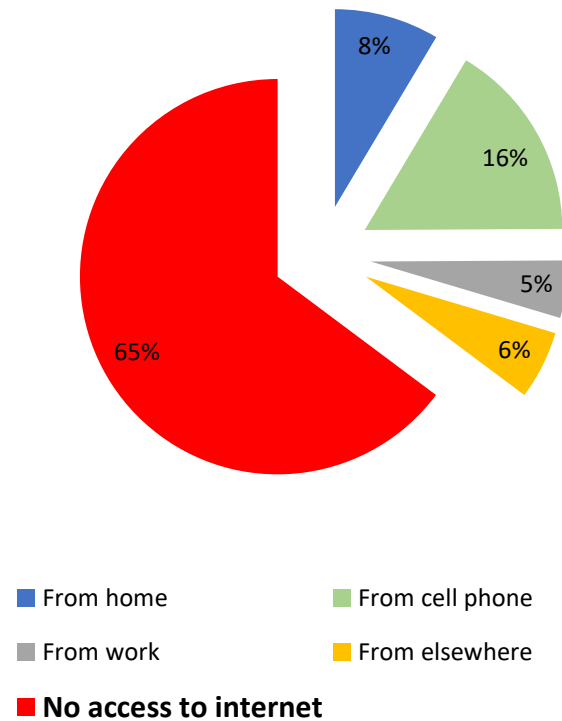


Source: World Wide Worx for Cisco Systems, 2020

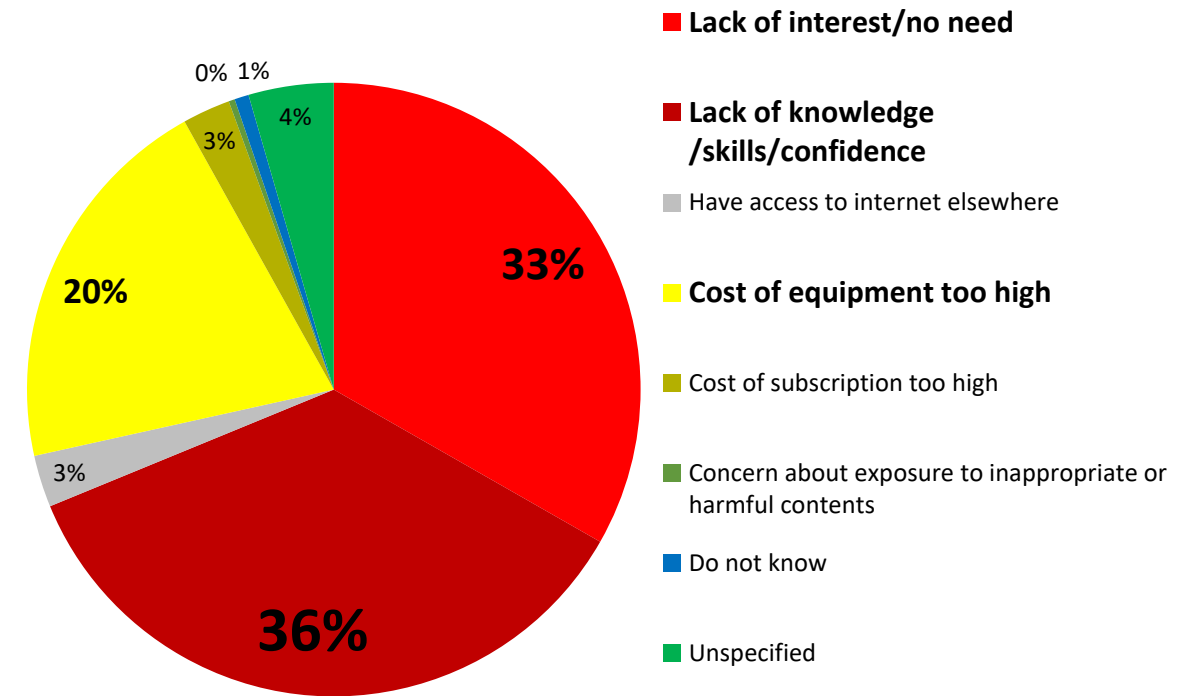
- Only 37% of Companies rolled out a digital transformation strategy
- Pre-Covid-19
 - 57% of Companies issued laptops for remote work to a quarter of their staff
 - 25% of Companies issued laptops for remote work to half of their staff
- Stress
 - No company believed remote work reduced work stress
 - Workers are more stressed if they experience connectivity challenges
- Digitally transformed businesses reported a 70% increase in productivity

Internet Access in South Africa

Household Access to the Internet



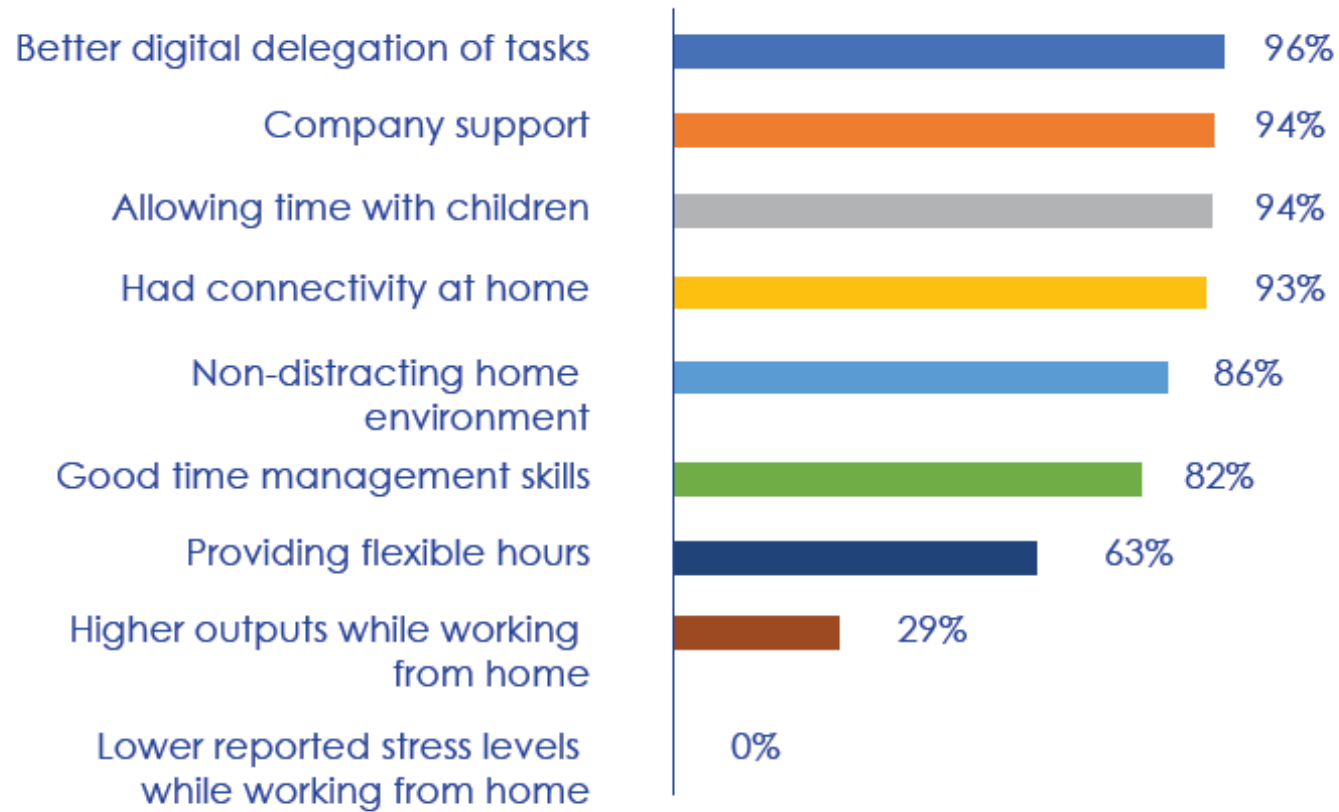
Reasons for not having internet access at home



Critical Success Factors

Source: World Wide Worx & CISCO

Success factors and benefits of remote working



HSRC Experiences

I am good.

I am not well
but I am
surviving

Pretty well,
all things
considered

Fine.

*Working from
home is tough*

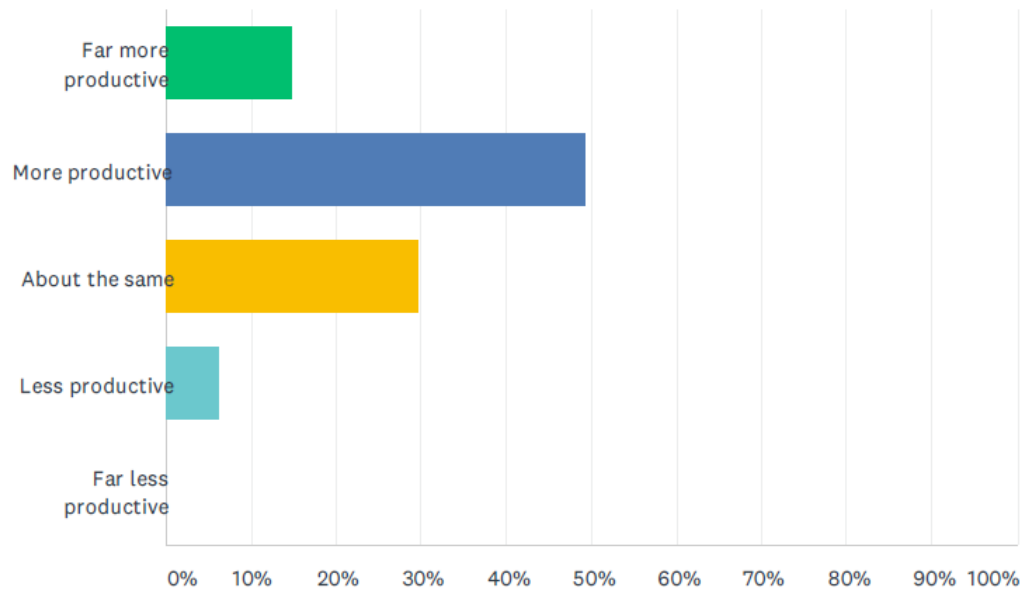
Stressed and
anxious

*At times, I am
extremely
tired.*

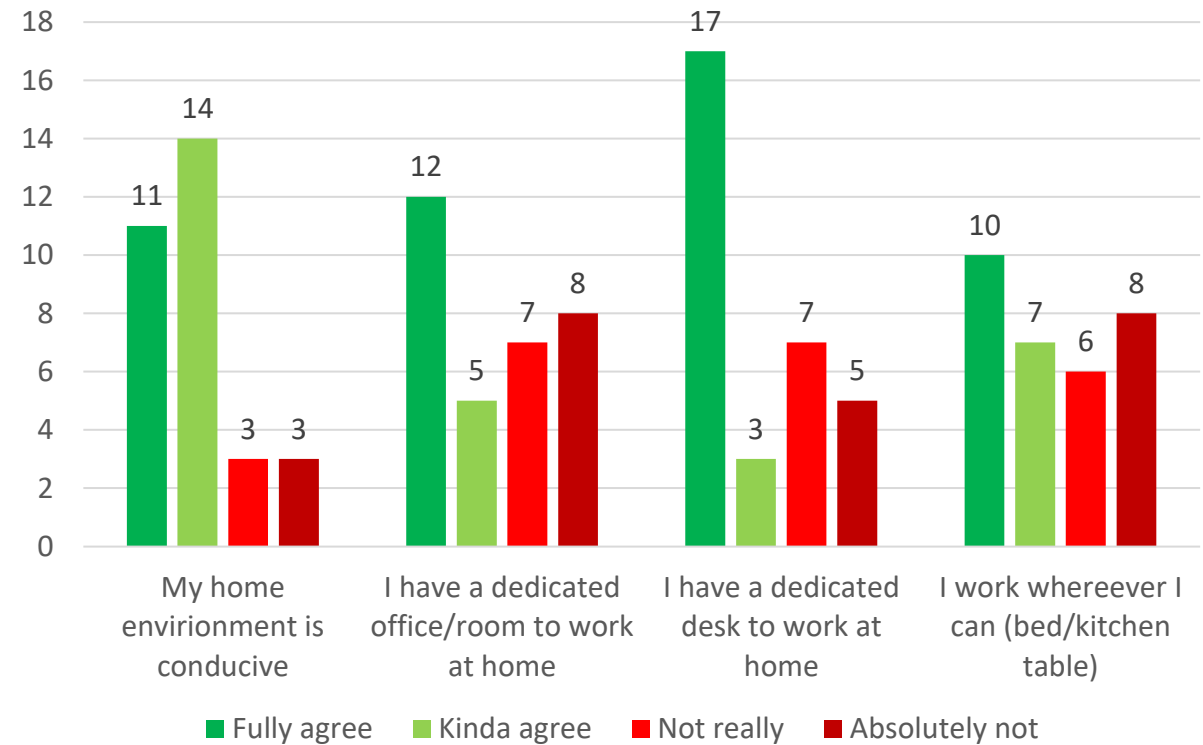
HSRC Experiences

Q6 7 months into lockdown, how are your productivity levels now compared to early lockdown months?

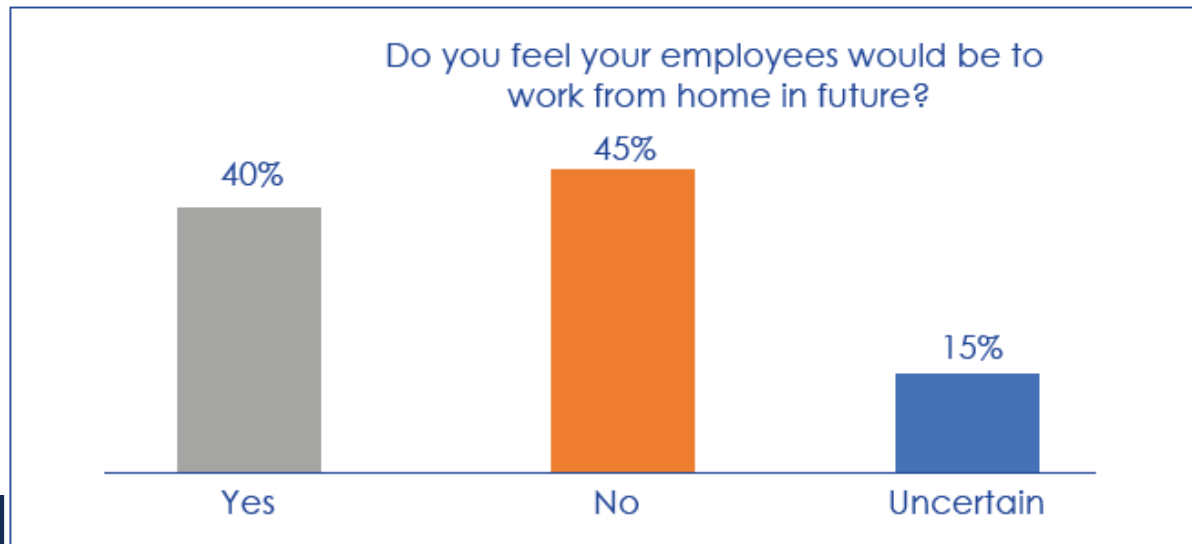
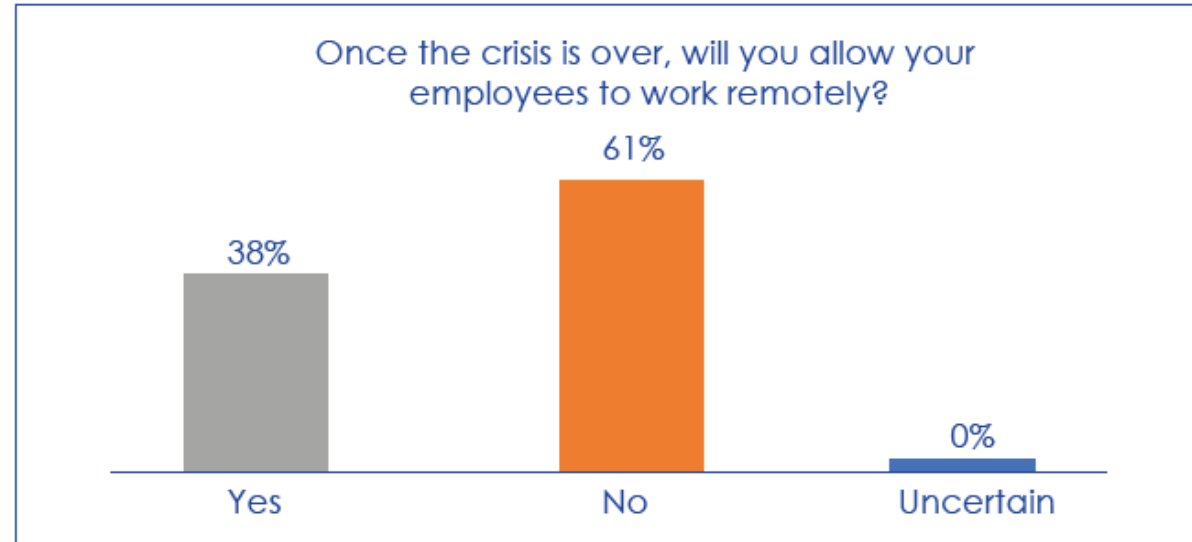
Answered: 81 Skipped: 1



Home Office Situation (IED CPT + DBN)



Post COVID-19



Conclusions

- Digital transformation is essential
 - How do we promote transformation among small and informal businesses?
- Productivity and Wellbeing may improve
 - Flexibility may improve the Work Life Balance, if managed well
- Must recognise jobs at risk
 - Job transitioning strategies are needed to accommodate vulnerable workers

Thank you

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